DOCUMENT RESUME

ED 329 253 IR 052 808

AUTHOR Lauer, Jonathan D.; And Others
TITLE Faculty Status, Longevity, and Salaries among Librarians in LIBRAS.
PUB DATE 26 Sep 88
NOTE 7p.; Paper presented at the Western New York/Ontario Chapter of the Association of College and Research Libraries (ACRL) Workshop (Buffalo, NY, September 26, 1988). For the complete proceedings, see IR 052 805. For other papers of this workshop, see IR 052 806-813.
PUB TYPE Reports - Research/Technical (143) -- Speeches/Conference Papers (150)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Academic Libraries; Correlation; *Employment Patterns; Higher Education; *Librarians; Library Networks; Library Surveys; *Occupational Information; *Salaries
IDENTIFIERS *Faculty Status

ABSTRACT

A survey of librarians in LIBRAS, a consortium comprising 16 Chicago-area liberal arts college libraries, tested two hypotheses: (1) the salary level of the group with faculty status is significantly greater than that of the group without faculty status; and (2) there is a statistically significant correlation between the amount of professional experience (expressed in months) gained by librarians, and the salary level. Returns were received from 44 librarians, representing 79% of the total. For both faculty status and longevity, the correlations with salaries are significant but not strong, though the two variables operate independently. Both hypotheses are supported but not proven. The coefficients of determination suggest that other factors play an important role in the determination of salaries. Areas for further study might include analyses of gender, school size, and tuition level. Eight references are listed. (MES)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Jonathan D. Lauer
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.
Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

ED329253

Faculty Status, Longevity, and Salaries Among Librarians in LIBRAS

Jonathan D. Lauer, Houghton College (NY)
Edward W. Meachen, North Central College (IL)
Donald H. Dilmore, University of Lowell (MA)

Most studies of faculty status vs. non-faculty status do not consider differences in salary between the two groups, but more often focus on the disparities between librarians and teaching faculty. This study of a 16 member college library consortium finds that longevity correlates significantly with salaries and that salaries are significantly higher for those librarians holding faculty status compared with those who do not.

Introduction

The literature is replete with articles arguing the relative merits and demerits of faculty status for academic librarians. Many address philosophical questions, most notably the propriety of adopting the collegial model for academic librarians, usually emphasizing problems associated with workload, schedule, and professional standards as they relate to issues of promotion and tenure. Others focus on a separate but equal approach to the status of librarians in academe. Some touch on salary and other compensation. Still other sources provide salary data, but ignore the issue of faculty status entirely.

In the last six or seven years literature on faculty status has turned pessimistic. Pauline Wilson's discussion of the fiction of faculty status is an example. She argues persuasively that faculty status for librarians is inappropriate because librarians cannot be judged for tenure and promotion on faculty standards, namely teaching, publications, and advising.[1] John N. DePew takes the next logical step by arguing that the ACRL standards on faculty status for librarians, written in 1971, are no longer appropriate and must be scrapped. The tenure and promotion clauses of the guidelines, DePew says, should be changed to reflect the reality of what librarians do, not the fiction that librarians should be measured against faculty standards.[2]

Seventeen years after the adoption of the ACRL standards a majority of librarians apparently hold faculty status, but that status is as varied as the colors in Joseph's robe. The consensus of those writing articles on the issue indicates that while the responsibilities incumbent upon librarians with faculty status are real enough, the benefits are often illusory. A small minority of librarians with faculty status, most particularly some at large research

IR053808

BEST COPY AVAILABLE

institutions, enjoy such faculty perquisites as sabbaticals and nine-month contracts, yet the vast majority are judged for tenure and promotion on the same criteria as the teaching faculty.[3] Despite the seeming discrepancies between the image and reality of librarian faculty status we perceive a reluctance to part with what was so hard-earned.[4] It appears the evidence is mounting that faculty status is a millstone of unwanted responsibility rather than an amulet guaranteeing acceptance as equals among those engaged in the educational endeavor.

Research on salaries for academic librarians, lean and spare though it may be, tends to substantiate the position of those who oppose faculty status. Using AAUP salary statistics Mel Westerman compared the reported salaries of the teaching faculty with those of academic librarians. If academic librarians have been accepted into faculty ranks, the most important indicators of that acceptance might well be salary. But Westerman found in 1982 that on average academic librarians were paid far less than the teaching faculty, and that often the library director made less than the average assistant professor. At four year colleges the library director was paid comparably to the teaching faculty at the instructor rank.[5] Westerman did not separate those librarians with faculty status from those without, however. Nevertheless, it is clear that most librarians, regardless of status, do not enjoy the same salaries and perquisites as the teaching faculty.[6]

The fears of some librarians that giving up faculty status will have an adverse effect on the profession may be grounded in fact. One test of this possibility would be to investigate salary and longevity as they relate to the holding or the absence of faculty status. No recent investigation of this problem exists. This study, focusing on LIBRAS, a small, relatively homogeneous group within academic librarianship, attempts to show, through the collection and analysis of basic data, the extent to which faculty status may positively affect the salary of academic librarians.

Why the LIBRAS Consortium?

LIBRAS, a consortium comprising 16 Chicago-area liberal arts college libraries,[7] was founded in 1965. All members are private institutions, ranging in size from 300 to 4000 FTE students, and averaging just over 1,300. While ten of the sixteen colleges offer graduate curricula, the constituent members are primarily four-year liberal arts colleges. All participate in OCLC and all enjoy the benefits of consortial cooperation, first and foremost extensive and responsive interlibrary loan service, but also cooperative collection development, continuing education, and group purchase of supplies. Professional staff size averages 4.5 FTE per

institution. Two of the three authors are present or former directors of a LIBRAS library. The consortium was chosen as a research base because of its manageable size, its relative homogeneity, and the good cooperation expected (and experienced) during the collection of data.

Methodology

During the spring of 1988, a simple survey, with accompanying cover letter) was distributed to LIBRAS librarians (See Appendix A). The letter emphasizes the researchers' intention to protect the privacy of LIBRAS librarians throughout the collection and dissemination of salary data. Directors' salaries were excluded from the study, primarily because their status is perceived in most institutions to be administrative, even where they hold faculty rank and title. Further, our principal desire was to survey the status and salary of academic library practitioners below the chief administrative post, an additional motivation for the exclusion of directors from the survey.

It should be noted that all salaries were converted to a twelve month contract basis to make them comparable before averaging. The formula appears in the sample survey in Appendix A.

Findings of the study

Exclusive of directors, there are an aggregate of 56 professional library positions in the LIBRAS consortium. Returns were received from 44 librarians, representing 79% of the total. Faculty status is held by 27 of the 44; 17 are professional staff without faculty status. Two research hypotheses and their corollary null hypotheses were tested:

1) The salary level of the group with faculty status is significantly greater than that of the group without faculty status

1a) Null hypothesis: The salary levels of the two groups do not differ significantly.

2) There is a statistically significant correlation between the amount of professional experience (expressed in months) gained by librarians, and the salary level

2a) Null hypothesis: There is no statistically significant correlation between amount of experience and salary.

Testing hypothesis one and null hypothesis 1a

The mean salary of the 27 librarians with faculty status is $24,121, while the 17 without faculty status earn $20,204 on average. Applying a one-tail t test at a 5% level of significance at 42 degrees of freedom, null hypothesis 1a can

be rejected if t > 1.684. When the t test is employed using the figures from the study, the result is 3.2860. Since t > 1.682, the null hypothesis can be rejected.

Since one of the variables is categorical, the point-biserial correlation must be applied to find the coefficient of correlation between faculty status (f) and salary (s). The result of this analysis is r_{fs} = .4599. The commonly cited Guilford chart states that for r = .40 - .70 there is a moderate correlation and a substantial relationship. So while hypothesis one is not proven, it is supported by the data.

The next step is to obtain the coefficient of determination, which indicates the amount of variance in salary accounted for by the independent variable, in this case faculty status. By squaring r, the result is .2115, meaning that 21% of the variation in salary can be accounted for by faculty status.

Testing hypothesis 2 and null hypothesis 2a

In LIBRAS, the respondents with faculty status have an average tenure of 77 months (6.42 years) in their present libraries and an average of 120 months, or 10 years in the profession. Those without faculty status averaged 42 months, or 3.5 years at their present institution and 104 months (8.67 years) in the profession.

The Pearson Product-Moment Correlation and Test of Significance was used to test this set of hypotheses. In this case r_{ls} = .3651 (l=longevity and s=salary). Employing a 2-tail t test for significance, t = 2.515, where p < .05 = 2.021. Since the null hypothesis can be rejected where t > 2.021, it is repudiated. And since r = .3651, the coefficient of determination, r^2, is .1333. This means that about 13% of the variance in salary can be accounted for by longevity.

Other tests of the data

A Pearson Product-Moment test was run to determine whether there was any correlation between faculty status and longevity. The results were that r_{fl} = .0803. This level, again according to Guilford, indicates a slight or negligible relationship. The test for significance indicated a t of slightly over 0.5. The null hypothesis that there is no significant correlation between longevity and faculty status can not be rejected. This result is no surprise.

Moving to partial correlations, tests were run to determine the correlation of faculty status with salary levels while eliminating the influence of longevity, and to determine the correlation of longevity with salary levels while eliminating the influence of faculty status or non-faculty status. The

partial correlations were $r_{fs \cdot l} = .4642$ (eliminating influence of longevity) and $r_{ls \cdot f} = .4190$ (eliminating influence of faculty status). The high figures for the two correlations relative to their correlation coefficient (r) indicates that the two variables operate independently of each other, not surprising since their correlation is so low (.0803).

Conclusion

For both faculty status and longevity, the correlations with salaries are significant, but not terribly strong, though the two variables operate independently. For both cases, the null hypotheses are rejected and the research hypotheses supported, but not proven. The coefficients of determination suggest that other factors play an important role in the determination of salaries. Other areas for further study might include analyses of gender, school size, and tuition level, to offer an incomplete list.

In sum, the pessimistic turn the literature has taken on the issue of faculty status receives here a mild antidote. Faculty status does seem to have a moderately positive influence on the salaries of academic librarians.

References

1. Pauline Wilson, "Librarians as Teachers: The Study of an Organizational Fiction," Library Quarterly 49 (April 1979) : 146-162.

2. John M. DePew, "The ACRL Standards for Faculty Status: Panacea or Placebo?" College & Research Libraries 44 (November 1983) : 407-413.

3. Russ Davidson, Connie Capers Thorson, and Diane Stine, "Faculty Status for Librarians: Querying the Troops," College & Research Libraries 44 (November 1983) : 414-420. Dorothy H. Cieslicki, "A New Status Model for Academic Librarians," Journal of Academic Librarianship 8: (May 1982) : 76-81. Prabha Sharma, "A Survey of Academic Librarians and Their Opinions Related to Nine-Month Contracts and Academic Status Configurations in Alabama, Georgia, and Mississippi," College & Research Libraries 42 (November 1981) : 561-570.

4. Marjorie A. Benedict, Jacquelyn A. Gavryck and Hanan C. Selvin, "Status of Academic Librarians in New York State," College & Research Libraries 44 (January 1983) : 12-19.

5. Mel Westerman, "Salary Comparisons between Academic Librarians and Instructional Faculty," College & Research Libraries 43 (July 1982) : 346-351.

6. See Carol Learmont and Stephen Van Houten, "Placements and Salaries 1985: Little Change," Library Journal 111 (October 15, 1986) : 31-38.

7. Aurora University, Barat College (Lake Forest), Columbia College (Chicago), Concordia College (River Forest), Elmhurst College, Illinois Benedictine College (Lisle), Judson College (Elgin), Kendall College (Evanston), Lake Forest College, Lewis University (Romeoville), North Central College (Naperville), North Park College (Chicago), Rosary College (River Forest), Saint Xavier College (Chicago), Trinity College (Deerfield), Wheaton College.